

EEO Public File Report							
WCBD-TV2 - Charleston, SC							
Period Covered By Report: 8/1/11 - 7/31/12							
Fulltime Position	Position Title	Date Open	Date Filled	Recruitment Source (s) utilized to fill vacancy	Number Interviewed	Number Hired	Recruitment Source for Candidate Hired
1	Production Technician	7/7/2011	8/1/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	5	1	MG/WCBD Web Site
2	Producer	6/1/2011	8/1/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	3	1	MG/WCBD Web Site
3	Accounting Clerk	8/9/2011	9/19/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	3	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
4	Producer	9/26/2011	10/10/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	3	1	MG/WCBD Web Site
5	Weekend Meteorologist	9/23/2011	10/24/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	5	1	MG/WCBD Web Site
6	Chief Engineer	2/16/2011	10/3/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	5	1	MG/WCBD Web Site
7	Account Executive	11/7/2011	1/3/2012	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	3	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
8	Account Executive	11/10/2011	1/30/2012	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	6	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
9	Producer	9/26/2011	3/12/2012	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	3	1	MG/WCBD Web Site
10	Assignment Manager	2/16/2012	4/30/2012	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached); Recruitment Source List Contacted for Specific Vacancies (TVJobs.com)	4	1	MG/WCBD Web Site
11	Photojournalist	4/30/2012	6/11/2012	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	3	1	MG/WCBD Web Site
12	Account Executive	4/18/2012	6/4/2012	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	4	1	MG/WCBD Web Site
13	Photojournalist	4/30/2012	7/2/2012	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	3	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
14	Accounting Clerk	6/8/2012	7/16/2012	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	3	1	TV Employment Promotion
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EEO Public File Report					
		WCBD-TV Charleston, SC			
Report Period Covered: 8/01/11 - 7/31/12					
Recruitment Sources Contacted for Each Full-Time Vacancy					
No.	Recruitment Source	Contact	Name	Total Interviewed	Entitled to Notification
1	SC Employment Security Commission	176 Lockwood Dr., Charleston, SC 29403-5158	Job Services		N
2	NAACP	93 Spring Street, Charleston, SC 29403	Career Services		N
3	NABJ	8701A Adelphi Rd., Adelphi, MD 20783-1716	nabj.org		N
4	Native American Journalist Association	University of South Dakota 414 E. Clark St., Vermillion	naja.com		N
5	Asian American Journalist Association	1182 Market Street #320, San Francisco, CA 94102	aaaja.org		N
6	National Association of Hispanic Journalist	1000 National Press Building, Washington, D.C. 20045	nahj.org		N
7	National Association of Broadcasting	1771 N. Street NW, Washington, D.C. 20036	nab.org/bcc		N
8	Emma L. Bowen Foundation	1299 Pennsylvania Ave., NW 11th floor, Washington,	ccnma.org		N
9	Trident Urban League	535 King St. #20249-0249, Charleston, SC 29402	Career Services		N
10	College of Charleston	66 George Street, Charleston, SC 29424	Career Services		N
11	University of South Carolina	University of South Carolina, Columbia, SC 29202	Career Services		N
12	Charleston Southern University	P.O. Box 118087, Charleston, SC 29423-8087	Career Services		N
13	Frances Marion University	P.O. Box 100547, Florence, SC 29501-0547	Career Services		N
14	Trident Technical College	P.O. Box 10367, Charleston, SC 29411	Career Services		N
15	Newberry College	2100 College Street, Newberry, SC 29108	Office of Career Services		N
16	SC State University	P.O. Box 7068, Orangeburg, SC 29117	Career Services		N
17	Clafin University	400 Magnolia Street, Orangeburg, SC 29115	Office of Career Services		N
18	Ohio Center of Broadcasting	9000 Sweet Valley Dr., Valley View, OH 44125	Gary James		N
19	Clemson University	403 Strode Tower #314510, Clemson, SC 29634	Career Services		N
20	University of North Carolina	CB #3365, Chapel Hill, NC 27599	Career Services		N
21	University of Georgia	Sanford & Baldwin Street, Athens, GA 30602-3018	Career Services		N
22	Florida State University	Florida State University, Tallahassee, FL 32306-2064	Career Services		N
23	WUFT-TV University of Florida	P.O. Box 118405, Gainesville, FL 32611	G. Stewart Smith		N
24	University of Missouri	120 Neff Hall, Columbia, MO 65211	Career Services		N
25	Northwestern University	1845 Sheridan Rd., Fisk Hall #106, Evanston, IL 60208	Career Services		N
26	SCBA	One Harbison Way #112 Columbia, SC 29212	Karen Nettles		N
27	TV Employment Promotion (Locally produced television commercial) ( <i>for: All Positions</i> )	210 W. Coleman Blvd., Mt. Pleas, SC 29464	Scott Flannigan	6	N

No.	Recruitment Source	Contact	Name	Total Interviewed	Entitled to Notification
28	MG/WCBD Web Site	333 E. Franklin St. / Richmond VA 23219		33	N
29	MG Employee/Employee Referral			4	N
	(employee was interviewed or the person interviewed was referred by a person working for MG)				N
30	Internal Candidate			5	N
31	Indeed.com			2	N
32	Monster.com			2	N
<b>Corporate Sources Contacted for Each Vacancy</b>					
33	Media Line (web site)	P.O. Box 51909,Pacific Grove, CA 93950	<a href="http://www.medialine.com">www.medialine.com</a>		N
34	Rice University	6100 Main, Houston, Texas 77005-1827			N
35	Talent dynamics	8828 Stemmons,Suite 510, Dallas, TX 75247	<a href="http://www.talentedynamics.com">www.talentedynamics.com</a>		N
					N
<b>Recruitment Sources Contacted for Specific Vacancies</b>					
36	TVJobs.com ( <i>for: Assignment Manager position</i> )	P.O. Box 4116,Oceanside, CA 92052	Tvjobs.com	1	N
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**EEO Public File Report - Supplemental Recruiting Initiatives**

**Station: WCBD-TV - Charleston, SC**

**Period Covered by Report: 8/01/11 - 7/31/12**

No	Date	Initiative	Description	Scope of Involvement
1	on-going	Intern Program	Expose Eligible College Students to a broadcast environment	Host interns from Colleges who are majoring in broadcast production, promotions, journalism or advertising, allowing them to gain hands-on knowledge while obtaining college credit.
2	on-going	Training Programs	Training employees to do jobs other than what they were hired for.	Department heads are continually training their employees on other desks to enable current station personnel to acquire skills that will assist them in obtaining internal promotions or realize their personal career goals and even transfer to larger markets.
3	April 4, 2012	Career Fair	Columbus State University Spring Job & Internship Fair	Day-long event accepting resumes and talking with students about broadcasting careers. This Fair is designed to help place students in available internships and job opportunities. (WRBL represented all Media General properties in the Mid South, NC Markets)
4	on-going	Station Informational Tours	Permits Students to have an informational tour at the station and have the opportunity to ask questions about working for a TV station.	Students who are working on school projects or are interested in broadcast, meteorology or journalism are permitted to request a tour to learn about careers at a TV station. The News Department schedules and hosts the tours based on the established criteria. Students get a chance to interact with the anchors and reporters while experiencing the studio.

Personnel Involved
News Director - Scott Flannigan, Intern Coordinator - Josh Marthers
News Director-Scott Flannigan, Business Manager-Laura Galton, Chuck Groome-General Sales Manager, Rick Lipps-General Manager
HR Generalist, Louise Thomas. David Hart, General Manager
News Director - Scott Flannigan, Chief Meteorologist, Rob Fowler, General Manager, Rick Lipps